



## Thessaloniki Port Authority S.A. Corporate Announcement

### Decisions of the Extraordinary General Meeting of Shareholders of 31/10/2025

ThPA S.A. ("Company") announces that the Extraordinary General Meeting of the Shareholders was held on October 31<sup>st</sup>, 2025, at the Company's headquarters in Thessaloniki, remotely convened via teleconference in real time.

The General Meeting was attended in conformity by 11 shareholders, attending either in person or by proxy and representing **8.146.981** shares, that is **80,82%** of the Company's paid-up share capital. The General Meeting discussed the Items of the Agenda and after the voting process, the following decisions were taken:

1. Approved the amendment of the Suitability Policy of ThPA BoD members.

Number of shares for which votes have been validly cast: **8.146.981**

Percentage of the share capital represented by the votes: **80,82%**

Total number of the votes validly cast: **8.146.981**

*The voting results on the 1<sup>st</sup> Item were as follows:*

- In favor: 8.146.961 votes (99,9998% of those present)
- Against: 0 votes (0,00% of those present)
- Abstention: 20 votes (0,0002% of those present)

2. Approved the amendment of the Remuneration Policy of ThPA S.A.

Number of shares for which votes have been validly cast: **8.146.981**

Percentage of the share capital represented by the votes: **80,82%**

Total number of the votes validly cast: **8.146.981**

*The voting results on the 2<sup>nd</sup> Item were as follows:*

- In favor: 8.146.961 votes (99,9998% of those present)
- Against: 0 votes (0,00% of those present)
- Abstention: 20 votes (0,0002% of those present)

3. Following the decision of the Ordinary General Meeting of Shareholders dated 14/5/2025, preapproved the payment of remuneration and compensation of the members of the Board of Directors and the Committees of the Board of Directors for the fiscal year 2025 as follows:

- Chairperson of the Board of Directors: total monthly payment of € 5.000 net, after taxes and deductions.
- Chairperson of the Audit Committee: total monthly payment of € 3.000 net, after taxes and deductions.



- Member of the Audit Committee: total monthly payment of € 2.500 net, after taxes and deductions.
- Chairperson of the Remuneration and Nominations Committee: total monthly payment of € 2.000 net, after taxes and deductions.
- Independent Non-Executive Member of the Board of Directors – Member of the Remuneration and Nominations Committee: total monthly payment of € 2.000 net, after taxes and deductions.

Non-executive members of the Board of Directors who hold more than one of the above positions shall receive remuneration only for one of them, specifically for the position with the higher remuneration.

The above remuneration shall apply for the entire financial year 2025. Accordingly, non-executive members of the Board of Directors who held the relevant positions during 2025 shall receive total remuneration, as described above, for the period during which each member held the respective position. The total remuneration shall be paid only for one of the positions that a non-executive member may have held, specifically for the position with the higher remuneration as described above.

For the period during which the Remuneration Committee and the Nominations Committee operated separately, the above provisions concerning the Remuneration and Nominations Committee shall apply correspondingly to each individual Committee.

Number of shares for which votes have been validly cast: **8.146.981**

Percentage of the share capital represented by the votes: **80,82%**

Total number of the votes validly cast: **8.146.981**

*The voting results on the 3<sup>rd</sup> Item were as follows:*

- In favor: 8.109.944 votes (99,545% of those present)
- Against: 27.017 votes (0,332% of those present)
- Abstention: 10.020 votes (0,123% of those present)